

Environmental Policy

Persimmon plc (the "Group") is one of the UK's leading housebuilders, with regional offices and developments throughout the UK. We recognise that our activities have an impact on the environment and that we have a responsibility to consider and minimise these impacts where possible. This commitment is formalised through our Environmental Policy, which forms a key part of the Group's overall approach to Sustainability.

We place great emphasis on designing our developments to be sympathetic to the character of an area, and to protect and enhance the local environment and surroundings. We aim to make a positive contribution to the communities in which we work, whilst minimising our own environmental impact.

We fulfil our compliance obligations and throughout the planning and building of our new developments we adhere to national and local planning guidance and building regulations.

We have reviewed our environmental impacts and identified those which are the most important for us to monitor and control.

Two of our three key sustainability pillars are:

Building for tomorrow: We will achieve net zero carbon homes in use and in our operations, supported by carbon reduction commitments, aligned to climate science;

Transforming communities: We will positively transform communities directly connected to Persimmon's activities.

We have a number of commitments that sit under these two pillars including:

- We aim to be net zero carbon for our homes in use by 2030 and in our operations by 2040;
- These targets are supported by interim science based carbon reduction targets to reduce greenhouse gas emissions from our own operations by 46.2% (2019 baseline) and our indirect operations (i.e. those from our homes in use and our supply chain) by at least 22% per m² completed floor area by 2030 (2019 baseline);
- 50% of our homes will be built using timber frames from our off-site manufacturing facilities by 2025;
- From 2022, be proactive to ensure compliance with 10% Biodiversity Net Gain (expected during 2023);
- From 2021, aim to review all non-developed land to identify opportunities to improve biodiversity;
- We will create an internal Persimmon Way framework for developments focussing on wellbeing and social value.

To enable continual improvement of our Environmental Management System ("EMS") monitor and review our progress in these areas. This policy forms the basis of our EMS, which is implemented across our business. This includes detailed guidance and procedures relating to our environmental impacts and how to minimise these impacts during the planning, design and construction of our developments.



We understand that our stakeholders are interested in how we manage our impact on the environment and how we are performing. We also appreciate that they may provide views and opinions that can strengthen our approach to environmental management. We will openly communicate on environmental issues with interested parties and report on progress at regular intervals in our annual sustainability reports which are available on our corporate website. We will provide training appropriate to our employees' particular environmental responsibilities to ensure that they are aware of our environmental impacts and their role in managing them.

Our performance is monitored and reviewed by the Group's Sustainability Committee, a committee of senior management and representatives from across the Group. Responsibility for implementing this policy rests with the Managing Directors of each of the Group's operating businesses. On each site, the Site Manager is responsible for the day-to-day management of environmental issues and ensuring adherence to our Environmental Policy.

Our Environmental Policy is reviewed annually to ensure its continued relevance to our business operations and our approach to Sustainability.

Dean Finch
Group Chief Executive
March 2021